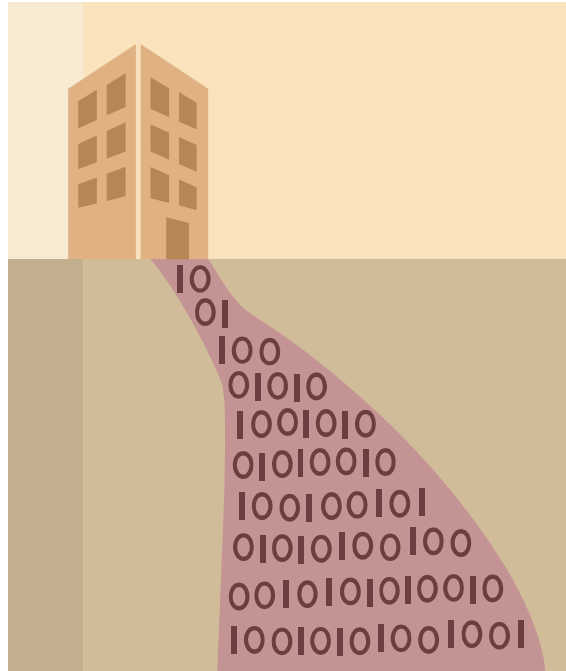


Exit Survey Summary



2007 Composite of Exit Survey Responses

**Prepared by
Department of Administration
State Human Resources Division**

September 22, 2008

Alternative formats may be obtained through the State Human Resources Division, Department of Administration, 125 N. Roberts St., PO Box 200127, Helena, MT 59620-0127. Telephone 406-444-3871. Those using a TTY may call the Montana Relay Service at 711.

State Human Resources


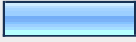
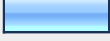


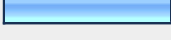
Summary of 2007 Exit Survey Results

September 2008

In July 2008, State Human Resources Division mailed over 1700 requests to individuals who transferred to another state agency, retired, or left a job with Montana State Government in 2007. Three hundred twenty individuals responded for a response rate of 22%.

Respondents represented all but two agencies. (Arts Council and State Library)

40.5% of all respondents claimed less than 6 years of service with the state and 53% claimed less than 6 years in their last position.

How long have you worked for Montana state government?				
			Response Percent	Response Count
0-5 years			41.7%	140
6-10 years			14.3%	48
11-15 years			11.3%	38
16-20 years			10.4%	35
21-25 years			4.2%	14
26+ years			18.2%	61
		answered question		336
		skipped question		4

How long were you in the position you left in 2007?				
			Response Percent	Response Count
0-5 years	<div><div></div></div>		53.7%	182
6-10 years	<div><div></div></div>		19.8%	67
11-15 years	<div><div></div></div>		10.9%	37
16-20 years	<div><div></div></div>		7.1%	24
21-25 years	<div><div></div></div>		3.5%	12
26+ years	<div><div></div></div>		5.0%	17
			answered question	339
			skipped question	1

How well did your last position meet your expectations?				
			Response Percent	Response Count
Closely met	<div><div></div></div>		45.1%	82
Somewhat met	<div><div></div></div>		32.4%	59
Poorly met	<div><div></div></div>		22.5%	41
			In what way?	97
			answered question	182
			skipped question	158

Did you retire from Montana state government?				
			Response Percent	Response Count
Yes	<div><div></div></div>		38.1%	129
No	<div><div></div></div>		61.9%	210
			answered question	339
			skipped question	1

Did you leave this position as soon as you were eligible for retirement?			
		Response Percent	Response Count
Yes	<div><div></div></div>	34.1%	44
No	<div><div></div></div>	65.9%	85
answered question			129
skipped question			211

Why did you decide to remain with your position as long as you did after becoming eligible for retirement?			
		Response Percent	Response Count
I enjoyed my work	<div><div></div></div>	49.4%	42
I wanted to train a future replacement	<div><div></div></div>	1.2%	1
I needed the benefits	<div><div></div></div>	10.6%	9
I needed the money	<div><div></div></div>	22.4%	19
I liked the culture of my work environment	<div><div></div></div>	2.4%	2
None of the above	<div><div></div></div>	14.1%	12
If None of the above, why did you stay (optional)?			14
answered question			85
skipped question			255

Did you transfer to another position in Montana state government?			
		Response Percent	Response Count
Yes	<div><div></div></div>	21.4%	45
No	<div><div></div></div>	78.6%	165
answered question			210
skipped question			130

Did you leave your position in Montana state government for another position outside of Montana state government?			
		Response Percent	Response Count
Yes	<div><div></div></div>	66.1%	109
No	<div><div></div></div>	33.9%	56
answered question			165
skipped question			175

What does your new job offer that your previous job did not? (Please check all that apply)			
		Response Percent	Response Count
Better pay	<div><div></div></div>	57.5%	88
Better benefits	<div><div></div></div>	17.0%	26
More time off	<div><div></div></div>	16.3%	25
Better working conditions	<div><div></div></div>	46.4%	71
Better relationship with coworkers	<div><div></div></div>	43.8%	67
More flexibility in hours worked	<div><div></div></div>	26.8%	41
Opportunity to telework or work from home	<div><div></div></div>	16.3%	25
Better opportunity for growth	<div><div></div></div>	52.3%	80
Other (please specify)	<div><div></div></div>	45.1%	69
answered question			153
skipped question			187

Why is the new job and/or company better?		
		Response Count
		124
answered question		124
skipped question		216

Please check the appropriate rating when evaluating your previous job with Montana state government:							
	Strongly disagree	Somewhat disagree	Neutral	Somewhat agree	Strongly agree	Rating Average	Response Count
My previous job was a good match for my skills and experience	7.6% (25)	8.2% (27)	8.2% (27)	34.8% (114)	41.2% (135)	3.94	328
I had clear goals and objectives for my job performance	16.7% (55)	14.3% (47)	13.4% (44)	28.0% (92)	27.7% (91)	3.36	329
I received the training I needed to do my job well	14.2% (47)	11.4% (38)	16.0% (53)	31.9% (106)	26.5% (88)	3.45	332
The work I was doing was challenging	7.3% (24)	9.4% (31)	10.9% (36)	31.5% (104)	40.9% (135)	3.89	330
I had opportunities for career advancement in my previous position	31.2% (102)	22.0% (72)	21.4% (70)	16.8% (55)	8.6% (28)	2.50	327
Overall, the morale in my previous work unit was good	34.8% (115)	14.8% (49)	13.0% (43)	19.7% (65)	17.6% (58)	2.70	330
My former supervisor did a good job of managing people	33.2% (109)	12.8% (42)	11.9% (39)	17.7% (58)	24.4% (80)	2.87	328
My former supervisor adequately recognized my contributions	25.6% (84)	10.7% (35)	11.0% (36)	21.0% (69)	31.7% (104)	3.23	328
My former position provided the flexibility needed to balance the demands of my work and personal life	10.2% (34)	14.4% (48)	12.6% (42)	26.1% (87)	36.6% (122)	3.65	333
I received effective performance feedback from my supervisor on a regular basis	27.1% (89)	12.2% (40)	13.4% (44)	23.8% (78)	23.5% (77)	3.04	328
	answered question						334
	skipped question						6

We would like to know the reason or reasons that most influenced you to leave your position. Please choose up to five of the most important factors, in their order of importance.						
	Most Important	Second Most Important	Third Most Important	Fourth Most Important	Fifth Most Important	Response Count
Better job opportunity and/or career advancement	23.2% (29)	27.2% (34)	22.4% (28)	14.4% (18)	12.8% (16)	125
Different type of work	12.1% (12)	21.2% (21)	17.2% (17)	30.3% (30)	19.2% (19)	99
Rate of pay	24.8% (37)	28.9% (43)	23.5% (35)	13.4% (20)	9.4% (14)	149
Conflict with other employees	19.7% (13)	21.2% (14)	21.2% (14)	16.7% (11)	21.2% (14)	66
Return to school	27.3% (3)	27.3% (3)	27.3% (3)	18.2% (2)	0.0% (0)	11
Commuting distance	18.8% (9)	27.1% (13)	20.8% (10)	14.6% (7)	18.8% (9)	48
Relocated out of the area	27.9% (12)	32.6% (14)	9.3% (4)	14.0% (6)	16.3% (7)	43
Conflict with supervisor	49.5% (47)	21.1% (20)	21.1% (20)	5.3% (5)	3.2% (3)	95
Family circumstances	26.7% (24)	31.1% (28)	20.0% (18)	12.2% (11)	10.0% (9)	90
Work conditions	22.5% (32)	30.3% (43)	22.5% (32)	17.6% (25)	7.0% (10)	142
Retirement	63.3% (76)	8.3% (10)	9.2% (11)	7.5% (9)	11.7% (14)	120
Other (please specify)						85
	answered question					304
	skipped question					36

Was your workload usually:			
		Response Percent	Response Count
Too heavy	<div></div>	29.8%	99
Just right	<div></div>	54.8%	182
Too light	<div></div>	15.4%	51
	answered question		332
	skipped question		8

Was your workload usually:			
		Response Percent	Response Count
Not varied enough	<div><div></div></div>	10.8%	36
Not varied, but all right	<div><div></div></div>	9.3%	31
Varied, but all right	<div><div></div></div>	59.9%	199
Varied and too stressful	<div><div></div></div>	19.9%	66
	answered question		332
	skipped question		8

Was your workload usually:			
		Response Percent	Response Count
Challenging	<div><div></div></div>	71.1%	236
Not challenging enough	<div><div></div></div>	25.3%	84
Too challenging	<div><div></div></div>	3.6%	12
	answered question		332
	skipped question		8

Do you have any suggestions for improving your replacement's tenure with your previous Montana state government employer?			
		Response Percent	Response Count
Yes	<div><div></div></div>	44.4%	150
No	<div><div></div></div>	55.6%	188
	answered question		338
	skipped question		2

What is your suggestion?		
		Response Count
		148
	<i>answered question</i>	148
	<i>skipped question</i>	192

Did you suggest this to your past employing agency while employed with them?			
		Response Percent	Response Count
Yes	<div><div></div></div>	76.9%	113
No	<div><div></div></div>	23.1%	34
	<i>answered question</i>		147
	<i>skipped question</i>		193

How do you feel about the salary and the benefits at your previous position?						
	Excellent	Good	Fair	Poor	Rating Average	Response Count
Base Salary	10.4% (34)	32.6% (107)	29.0% (95)	28.0% (92)	2.25	328
Medical Plan	24.3% (79)	49.2% (160)	20.3% (66)	6.2% (20)	2.92	325
Dental Plan	19.2% (62)	50.5% (163)	21.7% (70)	8.7% (28)	2.80	323
Vision Plan	14.7% (46)	39.9% (125)	26.8% (84)	18.5% (58)	2.51	313
Life Insurance	16.4% (53)	51.5% (167)	24.7% (80)	7.4% (24)	2.77	324
Paid time off	36.7% (120)	47.7% (156)	11.0% (36)	4.6% (15)	3.17	327
Longevity	20.3% (64)	41.5% (131)	24.1% (76)	14.2% (45)	2.68	316
	<i>answered question</i>					331
	<i>skipped question</i>					9

How would you rate the following in relation to your previous job?						
	Excellent	Good	Fair	Poor	Rating Average	Response Count
Cooperation within the division	17.3% (57)	35.3% (116)	26.4% (87)	21.0% (69)	2.49	329
Cooperation with other departments	16.0% (52)	38.3% (125)	31.3% (102)	14.4% (47)	2.56	326
Communication within the division	11.0% (36)	34.8% (114)	26.5% (87)	27.7% (91)	2.29	328
Communication within the department	11.6% (38)	32.6% (107)	23.8% (78)	32.0% (105)	2.24	328
Communication between you and your supervisor	27.5% (89)	25.9% (84)	18.2% (59)	28.4% (92)	2.52	324
	<i>answered question</i>					331
	<i>skipped question</i>					9

Would you recommend a position with your last agency to a friend or family?			
		Response Percent	Response Count
Yes, without reservation	<div><div></div></div>	31.4%	105
Yes, with reservation	<div><div></div></div>	39.5%	132
No	<div><div></div></div>	29.0%	97
Comments?			139
	<i>answered question</i>		334
	<i>skipped question</i>		6

Is there anything else you would like to share with us?		
		Response Count
		154
	<i>answered question</i>	154
	<i>skipped question</i>	186